

**International Labor Organization
International Program on the Elimination of Child Labor (IPEC)**

Multi-bilateral Program of Technical Cooperation

**Government of the United States of America
Government of the Dominican Republic**

ANNEX 1- Constanza

<i>Program Title:</i>	Constanza – Municipality free of the worst forms of child labor
<i>Geographical Coverage:</i>	Municipality of Constanza, Dominican Republic
<i>Project Language:</i>	English/Spanish
<i>Donor Contribution:</i>	US\$ 415,518 (US Department of Labor)
<i>Local Contribution:</i>	US\$ 170,000 <i>in cash</i> (Dominican Ministry of Labor)
<i>Executing Agency:</i>	ILO's International Program on the Elimination of Child Labor (IPEC)
<i>Implementing Agencies:</i>	Cooperativa La Vega Real, Inc. Other NGOs to be identified
<i>Collaborating Agencies:</i>	Ministry of Labor, Ministry of Education, Ministry of Health, Local Government, Workers' Unions, Employers' organizations, NGOs and CBOs.
<i>Starting Date:</i>	October 2001
<i>Ending Date:</i>	September 2004
<i>Preparation Date:</i>	June-July 2001

1. Background & Justification

1.1. Municipality of Constanza

The Municipality of Constanza is located in the highest valley in the country, in the Central Mountain Range (*Cordillera Central*) about 1,200 meters above sea level. The municipality covers 550 sq. km. In a relatively small agricultural area (2,000 hectares), Constanza produces 15 different types of agricultural products¹ that contribute about 3 to 4% of the country's agricultural GDP.

According to projections from the National Statistical Office (ONE) for the year 2000², Constanza has a population of approximately 60,033 inhabitants – about 66% is rural and 34% is urban. It is estimated that there are 30,328 children younger than 18 (approximately 6,830 children between 2 and 4, 16,270 between 5 and 14, and 5,431 between 15 and 17) living in Constanza.

The Focus on Poverty Study indicates that about 76% of the population in Constanza is poor and 34% extremely poor.³ This suggests that a total of 8,393 households live below the poverty line and 3,802 households live below the extreme poverty line. These families lack the essential resources to meet their basic food needs, and suffer serious deficiencies in regards to their dwellings and basic community services (electricity, water, toilet/sanitation, school and garbage collection).

The Dominican Republic is currently in the initial phases of a process aimed at defining the worst forms of child labor, in accordance with ILO Convention No. 182. The first sector-specific workshops have been carried out and work activities in which children and adolescents are in contact with agrochemicals have been considered hazardous and therefore among the worst forms of child labor. Likewise, work activities that children and adolescents do in the streets have been considered extremely dangerous forms of labor due to the inherent risks of the work environment.

1.2. Child labor in Constanza

According to preliminary results from the baseline study conducted in the Municipality of Constanza between May and August 2001, there are about 1,027 working children between 5 and 14 years old and 1,376 working children between 15 and 17⁴. Among the children working at the time of the survey, 83.3% worked on farms, 5.6% were involved in commercial activities, 4.4% worked in workshops, and 5.6% were self-employed (work activities on the street); 1.1% did not identify or know how to describe their work activities.

The school-age population in Constanza is 16,270 children between 5 and 14 years of age; yet in 2000, the school enrollment was only 13,153, including private and public schools. This means that approximately 3,117 children were not enrolled in school. Among the child workers identified, 80.8% have low school attendance records and 19.2% do not attend school at all. About 2,800 children are not studying or working. A possible explanation is that most of these 2,800 children often work, but were unemployed at that moment because the survey was not conducted during the peak harvest; therefore, they form part of the limited economically active population (EAP).

¹ These products include: peppers, garlic, celery, sweet potatoes, coffee, onions, —and temperate climate fruits— raspberries, strawberries, grapes/raisins, peaches, and apples.

² National Figures, ONE, 1998.

³ Estudio de Focalización de la Pobreza en República Dominicana. ONAPLAN, 1996.

⁴ Preliminary results of the Constanza baseline survey, May-August, 2001.

1.3. Prior Experience in Constanza

Between December 1998 and November 2000, a small initiative, funded by USDOL, was implemented to *Eliminate and Prevent Child Labor in High-Risk Agricultural Activities in the Municipality of Constanza*. This two-year program was implemented by non-governmental organizations but received increasing support from local authorities. The program yielded important results, including:

- Withdrawal of 468 children from high-risk agricultural work activities⁵ and identification of 89 additional children who would also be enrolled in school in September 2001. As a result, the school enrolment rate increased from 79.8% in 1998 to 89.2% in 2000;
- Installation of 5 Community Oral Rehydration Units (UROCs);
- 54 awareness-raising and social mobilization activities carried out;
- Extension of 99 micro-loans;
- 60 children provided with birth certificates in order to formalize their school enrollment.
- Inclusion of 27 organizations in the Local Network for the Elimination of Child Labor (REDTIs), which acted as an inter-institutional coordinating body and as an instrument for channeling the needs of the communities to the public institutions and raising awareness. One initiative of the REDTI was the resolution *Total Coverage of the School Age Population–Municipality free of the worst forms of Child Labor*, which aimed to make Constanza into the first municipality free of the worst forms of child labor by following a strategy based on school enrollment.
- The impact at the national level was also significant. The Constanza project was held as a model on how to eliminate child labor. In addition, the Ministry of Labor has made a commitment to ensure that activities will continue even though there is no longer international funding supporting the project. The Ministry of Labor is paying the salaries of implementing NGO personnel.

The following box describes some of the lessons learned from the project in Constanza and points out areas that should be considered during the design and implementation of projects to remove children from hazardous work.

⁵ Of these 468 children, some have not completely stopped working but have significantly reduced their workday, thereby allowing them to go to school.

Lessons learned from Constanza

- Instead of being limited to a specific industry, work type or community, the **strategy should be comprehensive and multi-faceted in nature**, and it should **address the needs of every working child** engaged in the worst forms of labor in the Municipality of Constanza.
- It is essential to have a **computerized information system** with personnel responsible for its operation. The implementing agencies must have the capacity to manage the information collection and file/record system so that information will be reliable and the real impact of intervention can be measured at any given time during the process.
- **Promoting and publicizing** the first phase of the project **over the radio was especially effective** in making it known throughout the municipality, and it also generated significant support from different sectors.
- The project enjoyed **strong support from different institutions** because the local network (REDTI) was well organized and operated smoothly.
- Experience has shown that **education is the best weapon in the fight against child labor** because its effects are long lasting. To this end, sensitization of the families and communities has been particularly important. Communities sensitized on the importance of school for the children's future have applied strong social pressure on parents to send their children to school. This has proven to be a particularly effective strategy because over the long-term sensitized communities usually have not reverted to earlier views.
- Experience in Constanza has shown that **project interventions will lead to greater demand for education**, so this should be adequately taken into account in the initial phase of implementation. **Classroom shortages should be addressed** prior to fully implementing a program to remove children from exploitative work. Likewise, **enhancing the school curriculum** so that it addresses the needs of the target population is also important. **Transitional courses** for ex-working children also help them to more promptly adapt to the formal school system.
- The **prevention strategy should focus on children less than 6 years old** that live in high-risk communities. Affordable and accessible pre-schools provide women with better employment opportunities, their daughters will be freed of the responsibility of caring for younger siblings, and parents will no longer have to bring many of these young children to their workplace.
- **Children's health should be a high priority**, especially in cases where engaging in hazardous work can lead children to suffer serious physical and psychological problems. The project in Constanza has shown the importance of working closely with public health institutions because affordable, preventative healthcare minimizes harmful health effects for children.
- Experience in Constanza has shown that **the micro-credit schemes can be an effective tool** to increase income, but it is successful only when beneficiaries have also been sensitized and received appropriate technical training. Credit/loans should be managed by a specialized agency in order to ensure that the administration of the funds is done by technically qualified personnel and an appropriate control system is established.
- Experience in Constanza has also demonstrated that good results can be obtained from a **community child labor monitoring system** that is jointly run by beneficiary communities and partner institutions. Therefore, teachers should be responsible for tracking student attendance and performance; labor inspectors should monitor whether children have been working in the fields; and community leaders participating in the REDTI should monitor the effectiveness of the monitoring system and the provision of services to the target population. The local network (REDTI) is responsible for monitoring whether each and every institution is fulfilling its roles and responsibilities. In addition, the effective collection and systematization of information is crucial to this process.

These lessons learned have significant implications for the strategy of this new project to eliminate the worst form of child labor in Constanza. The most important differences include the following:

- a) **Coverage.** The number of beneficiary communities is increased to include the entire Municipality of Constanza.
- b) **Beneficiary Groups.** Beneficiaries will now also includes children less than 6 years of age and adolescents between 15 and 18 years old.
- c) **Scope.** Going beyond the scope of a sector- or industry-focused project aimed at agricultural zones, this project will now encompass all instances of the worst forms of child labor in the entire municipality.
- d) **Capacity enhancement.** The development and strengthening of local capacities will be prioritized, which is consistent with the institutional framework outlined in the Dominican Government's decentralization policy.
- e) **Local accountability.** Use of local audit and social control mechanisms will be encouraged.
- f) **Universal coverage of school children.** Total coverage of the school-age population is established as an essential strategic element because of the high correlation between school dropout and premature integration in the labor market.
- g) **Government responsibility.** It is fundamentally based on Dominican government programs and the capacity of public institutions to take on and fulfill their roles and responsibilities.
- h) **Income-generation.** Feasibility studies will be conducted and technical assistance provided that will facilitate the success of the small businesses financed by the program, contributing to the health and sustainability of the revolving fund.
- i) **New Technical Expertise.** The number of implementing agencies will be increased, entrusting the loan program to an organization specializing in this field. Moreover, the project will broaden the loan program to include savings and loans in order to ensure the efficient administration of generated resources

2. Target groups

2.1. Direct beneficiaries

The project will have 5 beneficiary groups:

- 3,000 school-age children not attending school⁶, who will be enrolled in school and benefit from social protection measures (in-kind scholarships and health services);
- 5,122 children less than 6 years of age (75% of this population), who will be enrolled at pre-school community education centers;
- 700 children between 14 and 17 years of age⁷ working in the worst forms of child labor will be enrolled in technical vocational courses;
- 1,027 child workers less than 14 years of age that have been taken out of work activities will be provided with educational alternatives (leveling/transitional courses, formal education and pre-vocational training); and
- 3,000 families⁸ will participate in a savings/income-generation/vocational training program.

⁶ Data provided by the Constanza Education District.

⁷Based on preliminary results from the Constanza baseline survey, it has been estimated that no more than 50% of the working population between 15 and 18 years of age can be found working at the worst forms of labor.

⁸ This represents 80% of the total number of families that are below the extreme poverty line since all such families, even if they presently have no children working, nevertheless are within the high risk population of having children that might work in the future due to their economic circumstances.

2.2. Indirect beneficiaries

- 13,153 schoolchildren⁹ between 5 and 14 years of age will be instructed by teachers that are more aware of the risks of child labor and that can more effectively manage pedagogical tools.
- 60,000 people from the Municipality of Constanza that will be exposed to awareness raising campaigns through radio, bulletin, posters, and workshop.
- More than 3,000 parents participating in local School Parents Associations.

2.3. Direct Recipients

The REDTI will be one of the cornerstones of the capacity building efforts of this project, since most of the local institutions involved in child labor elimination are members of the REDTI. Some of them include: SEE, SESPAS (UNAPs), the municipality, churches, development associations, parents' associations, and others.

At least 300 school-teachers in the municipality will be provided with training and awareness raising concerning the special needs of children engaged in the WFCL.

3. Program approach and strategy

3.1. Narrative

The objective of the program is to eliminate the worst forms of child labor in the Municipality of Constanza by providing children engaged in hazardous and exploitative work with an opportunity to attend school and their parents with viable income generation alternatives.

Subprogram 1: Information gathering, registration and establishment of a child labor monitoring system

⁹ The school enrollment was only 13,153, including private and public schools.

On the basis of the baseline results, a census will be carried out of all child workers and their families, and records will be established for each, in accordance with IPEC monitoring standards.

These records will be entered in a database that will facilitate what is clearly a very ambitious social attention program for the target population. The database will be compatible with the IPEC information system at the sub regional level, but it will also incorporate the institutional referral and counter-referral system that follows each and every beneficiary child.

The data collection and reporting components of the community child labor monitoring system, described in detail in **Annex III**, will be considered when the database is designed.

A credible system for tracking the children and the families will be established as a pilot project in Constanza. The person responsible for creating the database will participate in all implementation meetings so that reporting on strategies, the problems and positive results of implementation, and the changes and adaptations made in their actual execution will be effectively documented. In this way, the entire process can be documented and other areas in the country and sub-region can benefit from the experience.

Given that very little is known about the effects of the hazards of some work activities undertaken by children, control studies on the aggravated health effects from occupational hazards on children will be carried out, in coordination with the national health authorities.

Subprogram 2: Awareness-raising

The awareness-raising and dissemination strategy was one of the most successful strategies in the first intervention in Constanza. Therefore some basic aspects of this strategy will be kept and others that were less used will be revised and reinforced.

The design of awareness-raising materials will be improved to ensure greater impact at the community level. REDTIs operating capacities will be strengthened, and new organizations will become involved in the network. Massive means of social communication will be used, with the radio acting as the fundamental tool because it enjoys large audiences in the communities.

Many community leaders and personnel from different sectors and industries were sensitized about the child labor problem during the first intervention in Constanza. They are expected to act as information dissemination and socialization agents in the new communities of intervention. In this way, beneficiaries will learn about the importance of the project from their own peers and they will benefit from technical support provided by the project technical team. Local Support Committees will also be formed in each community; they will be trained in consensus and inter-institutional coordination so that they can carry out their volunteer activities.

Because awareness-raising activities were already executed in the private sector during the first phase of the program, efforts will be reinforced in this program so that concrete agreements can be reached, including elimination of child labor in these sectors and provision of resources for social protection¹⁰.

Subprogram 3: Social Protection

¹⁰ In the first program in Constanza, some individual employers made in-kind donations (agricultural products) that were then were sold; resulting revenues provided different benefits to the project.

The following services will be offered through social protection measures aimed at assisting target children and their families.

Education

Child workers will be re-inserted/re-enrolled in the formal school system after first attending educational reinforcement courses that aim to improve children's education to bring them up to their peers' grade level. In the case of children lacking birth certificates, efforts will be made to facilitate the process of birth certificate registration and then these children will be enrolled in school. During the regular school year, special classrooms will be established in which volunteer personnel will help ex-child workers to do their daily homework.

At the same time, efforts will be made to ensure the availability of approximately 28 additional classrooms to ensure that needed school infrastructure is adequate or capable of absorbing these children.¹¹ The additional teachers that will be necessary will most likely come from the Cibao Technological University that currently offers teacher's programs (more than 60 Constanza residents are presently registered in the teacher's program). A university course on child labor will be organized so that future teachers will be aware of the topic, having learned about it as students.

Contests and recreational activities aimed at children in the municipality will be organized in coordination with teachers and Local Support Committees.

Pre-school community education centers for children less than 6 years of age will be established in coordination with the Ministry of Education. A co-financing system will be established with the Ministry of Education and the communities; this will include a commitment by the Ministry that by the third year of the program, 100% of the population less than 6 years of age, representing at least 5,000 children, will be fully covered and attending pre-school.

Adolescents between 14 and 17 years of age will have two options: enrolling in the formal education system and/or taking technical education courses, which will be coordinated with the National Institute of Technical-Professional Formation (INFOTEP). This institution has a great deal of experience providing extra assistance to those with limited formal education. These training courses will improve the adolescent's skills so that later they may get better jobs in the labor market. After completing the training courses, they will receive assistance in finding jobs through close coordination between INFOTEP, program personnel and employers of the municipality, who are involved in the program development as members of the REDTI.

Likewise, all parents of the beneficiary children that do not know how to read and write will be able to take literacy courses so that afterwards they can also take some basic technical education courses.

Health

¹¹ Local resources mobilized to overcome school infrastructure problems during the first initiative were used to build 6 classrooms. Two were built with Projoven-City Government-Community funds, one with Education District contributions, and three were situated in physical structures lent by community organizations. In this way coverage was increased by approximately 580 student-spaces. In order to solve infrastructure problems for the current project, a number of options are being discussed, including:

- Inter-American Development Bank-BID/Ministry of Education Primary Education Program
- Technical Secretariat of the Presidency Program, which is donating materials and food, through the Dominican Pre-Investment Fund and with World Food Program funds, so that the communities may use methods of self-reliance and self-management to make improvements to their dwellings and to carry out environmental sanitation works. This strategy has been agreed upon in order to build new schoolhouses;
- Channeling local resources from City Government, the private sector, and other institutions involved in the REDTI.

The Dominican health sector was recently reformed to ensure that more indigent families received healthcare. The Ministry of Public Health and Social Assistance (SESPAS) is implementing a new model of Primary Health Care to provide preventative healthcare to every household within a given community. This is being done using the Primary Care Units (UNAPs); each Unit provides primary health care coverage to approximately 500 families.

Each UNAP has 1 medical doctor, 1 auxiliary (practical) nurse, and 6 health promoters that are university students in their final year of studying psychology, sociology, social work or health sciences. The fundamental objective of the UNAPs is to facilitate protection against the main causes of illness in the country by implementing a policy of preventive medicine and by providing basic health care. They provide health care and preventive attention in the following areas: maternal-infant care, complete family-focused primary health care, basic hygiene education, vaccination campaigns, parasite-removal treatments, basic sanitation, diarrhea prevention campaigns, acute respiratory illnesses, and balanced diet.

Moreover, the project will provide nutritional supplements to all children enrolled in the education-upgrading program (which aims to bringing their skills up to their peers' grade level), and after they have been enrolled in the regular school system, the school breakfast program will be coordinated with the Educational District.

If the UNAPs are unable to provide adequate health coverage during the first year, 15 Community Oral Rehydration Units (UROCs) will be installed in 15 community homes as a temporary complementary strategy. Community drug stores will operate in 10 of these homes, and they will have a supply of generic medical drugs, sold at cost, that can be used to combat the main illnesses suffered by children working in high-risk agricultural activities in these communities. These drug stores will be co-financed by SESPAS's Essential Medical Drug Program (PROMESE).

The basic strategy of this component will be to strengthen the UNAPs and to provide training in regards to the health problems of child labor; close collaboration with the community UNAPs in Constanza will be essential in ensuring that they play a fundamental role in the identification, referral, and tracking/follow-up of child workers or other children at high risk of becoming workers.

Subprogram 4: Income-generating alternatives

The NGO responsible for executing the social protection subprogram will supply a list of families and communities with whom this subprogram should work.

The La Vega Real Cooperative (La Cooperativa La Vega Real) will be the implementing institution of the subprogram; it has a strong presence in the Municipality of Constanza. It is organized into cooperative districts, each of which requires a minimum of 15 members for it to be formally established. The districts are coordinated by District Assemblies. Representatives in the decision-making bodies of the cooperative are elected in these District Assemblies. Therefore, the cooperative structure clearly has a strong, well-functioning community presence in the municipality.

The main activities of this component will endeavor to achieve the following:

- Develop among program beneficiaries the habit and discipline to save; this component will basically focus on encouraging families to save enough each month so they will be able to meet periodic school-related expenses (purchase of uniforms, notebooks, etc.).

- Assist beneficiary families to qualify for loans, since the population suffering from extreme poverty does not have ready access to loans from traditional financial institutions.
- Provide beneficiaries with expert advice so that they may choose a viable and sustainable, income-generating business alternative. Beneficiaries will be provided with adequate training to get businesses off the ground.
- Provide follow-up to the micro-enterprises in order to better ensure their success.

Subprogram 5: Development and strengthening of institutional capacities

In order to have sustainable actions, it is very important to strengthen the capacities of local actors; indeed, a permanent structure for coordinating local efforts has to be consolidated so that actions may continue once the project has ended.

After having analyzed the Dominican institutional framework, the Education District Municipal Boards¹² and their Community Relations Units will take over and carry out tasks aimed at tracking children in the school system. The UNAPs will also play an important role through their involvement in individual communities and throughout the entire municipality.

Nevertheless, the key to success is that each and every institution fulfill its responsibilities, but in close coordination with the other institutions. In addition to contributions of complementary resources to the action program, coordination will require that each and every institution also provide adequate personnel (human resources) in order to fulfill its responsibilities.

A referral and counter-referral manual to handle cases of child labor exploitation will be prepared during the first year of the project, in accordance with consensus established among all institutions involved. This manual will be based on different IPEC documents referring to child labor (such as the Active Search Manual). The goal is to establish clear procedures that professionals from every institution should follow in order to identify child workers, withdraw them from work, and monitor them so that they do not start working again.

Different steps will be taken in the development of this component: direct training of public decision-makers, technical assistance during project implementation in order to strengthen the Boards and UNAPs, and the formulation of public action systems.

Project activities will be executed in the first year in conjunction with assigned public institution personnel; in the second year, technical assistance for actions will be carried out by program personnel with a greater margin of autonomy; and during the third year, follow-up will be provided only for actions carried out by public officials as well as for the necessary complementary actions, starting with the identification of technical support needed during the process. In other words, implementation will be gradually transferred to the responsible public institutions that have established adequate coordination with civic society organizations.

¹² These Boards are recognized by the Education Law, but have not yet become operational. Efforts will be made to implement them in Constanza as a pilot experience.

3.2. Objectives and Indicators

Development objective:	To contribute to the elimination of the worst forms of child labor in the Dominican Republic	
Sub-development objective:	Contribute to Constanza becoming the first municipality free of the worst forms of child labor	
Project Immediate Objective:	At the end of the project, the worst forms of child labor will have been eliminated in Constanza through withdrawal, rehabilitation and prevention measures	
Sub-Immediate objectives	Indicators	Means of verification
S.O.1. At the end of the project, the targeted children will be in school and will have access to primary health care	Number of children provided with educational services	Community-based child labor monitoring system Follow-up baseline survey School registers
	Number of children using primary health care facilities	Community-based child labor monitoring system Tracking system Records of health care facilities
S.O.2. At the end of the project, at least 80% of the beneficiary families' income will have increased, their income earning opportunities will have been broadened, and their capacities will have improved	Level of income of target families	Program monitoring system Follow-up baseline survey
	Number and range of income earning possibilities in target area	Child Labor Monitoring system
	Number of family members trained and using new skills	Program Monitoring system; training reports; Follow-up baseline
S.O.3. At the end of the project, the entire community of Constanza will have been sensitized and will have also made a commitment to the elimination of the worst forms of child labor	REDTI established and in operation	Program Monitoring System Qualitative review
	Number of people sensitized	Program monitoring system Follow-up baseline
	Number of initiatives on child labor by sector organizations and other community groups	Review of relevant documents, budgets etc.

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Sub-Immediate objectives	Indicators	Means of verification	
S.O.4. At the end of the Action Program (AP), the child labor elimination programs will have been incorporated in local policy with a community-based child labor monitoring system operational in Constanza (contributes also to immediate objective 7 of overall project)	Coverage and relevance of local initiative and action systems created	Qualitative review of systems	
	Number of referral actions by community	Reports from community systems Qualitative review	
	Coverage (by sector and theme) of community-based child labor monitoring system	Qualitative analysis of reports produced	
	Number and quality of inspection reports produced using the new system	Review of system	

3.3. Outputs and activities

Development objective:	To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Sub-development objective:	Contribute to Constanza becoming the first municipality free of the worst forms of child labor		
Project Immediate Objectives:	At the end of the project, the worst forms of child labor will have been eliminated in Constanza through withdrawal, rehabilitation and prevention measures		

<i>Development objective:</i>	To contribute to the elimination of the worst forms of child labor in the Dominican Republic	
<i>Sub-development objective:</i>	Contribute to Constanza becoming the first municipality free of the worst forms of child labor	
<i>Project Immediate Objectives:</i>	At the end of the project, the worst forms of child labor will have been eliminated in Constanza through withdrawal, rehabilitation and prevention measures	
Sub-Immediate objectives	Outputs	Main activities

Development objective:	To contribute to the elimination of the worst forms of child labor in the Dominican Republic	
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Project Immediate Objectives:	At the end of the project, the worst forms of child labor will have been eliminated in Constanza through withdrawal, rehabilitation and prevention measures	
O.1. At the end of the project, the targeted children will be in school and will have access to primary health care	<i>R.1.1. 10,049 children and adolescents provided with educational alternatives.</i>	1.1.1. Carry out a census of child workers and their families, and open their file records. 1.1.2. Incorporate children and adolescents in school upgrading courses to bring them up to their peers' grade levels. 1.1.3. Negotiate with Inter-American Development Bank (IDB) and other institutions for construction of 28 needed classrooms. 1.1.4. Enroll children between 7 and 14 years of age in formal school system. 1.1.5. Organize special homework-assistance classrooms coordinated and supervised by volunteer personnel. 1.1.6. Coordinate public programs to give children free schoolbooks. 1.1.7. Donate school uniforms and supplies to needy children (but only in those cases in which governmental programs cannot cover the costs) until such time as the savings program strategy can cover these costs. 1.1.8. Track children's school attendance on weekly basis. 1.1.9. Insert every child in Constanza less than 6 years of age in pre-school community education centers. 1.1.10. Sensitize local teachers in child labor-related issues and train them to use appropriate pedagogical tools that take these issues into account (carried out in coordination with Teacher's School at university). 1.1.11. Offer children different recreational and sports activities, in coordination with all schools located in municipality. 1.1.12. Insert adolescents in technical vocational courses run by INFOTEP (National Technical Training Institute).

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	<p><i>R.1.2. 75% of Constanza served by Ministry of Public Health and Social Assistance (SESPAS) Primary Health Care Units (UNAPs).</i></p>	<p>1.2.1. Negotiate with Ministry of Health (SESPAS) to ensure that Primary Health Care Units (UNAPs) provide total coverage of Constanza.</p> <p>1.2.2. Support establishment of UNAPs.</p> <p>1.2.3. Sensitize Primary Health Care Unit personnel on child labor issues, especially the repercussions on children's physical and mental health.</p> <p>1.2.4. Work in close coordination with UNAP promoter teams to provide health services to the target group.</p> <p>1.2.5. Train UNAP promoters how to identify examples of child labor exploitation, explain to them the role and responsibility that different institutions should have in attending to cases of exploitation, and also the referral and counter-referral mechanisms.</p> <p>1.2.6. Monitor UNAPs to ensure that they are familiar with every program beneficiaries' record in order to attend appropriately to their individual health needs.</p> <p>1.2.7. Coordinate all activities with Constanza Hospital.</p>

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O.2. At the end of the project, at least 80% of the beneficiary families' income will have increased, their income earning opportunities will have been broadened, and their capacities will have improved.	<i>R.2.1. 1,000 families developing new economic initiatives after having been extended program micro-loans.</i>	2.1.1. Establish cooperative districts. 2.1.2. Help interested families to prepare and present proposals for economic (income-generating) alternatives. 2.1.3. Conduct economic feasibility studies of proposals presented. 2.1.4. Train families to establish and manage micro-businesses. 2.1.5. Provide families with expert advice related to the specific economic activities they have chosen. 2.1.6. Extend credit to families. 2.1.7. Provide technical support for development of business initiatives. 2.1.8. Monitor loan repayments. 2.1.9. Begin new loan cycle.
	<i>2.2. Savings program operating in beneficiary communities, with 80% of beneficiary families being served.</i>	2.2.1. Prepare promotional and informational materials on the savings program and distribute them in communities. 2.2.2. Determine monthly savings requirements to cover children's school-related expenses (insertion and ongoing attendance). 2.2.3. Include interested families in savings program. 2.2.4. Track monthly savings installment/quota payments. 2.2.5. Ensure that savings fund is used only for benefit of educational objectives. 2.2.6. Carry out ongoing evaluations of savings program and make the necessary adjustments.

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Sub-development objective:	Contribute to Constanza becoming the first municipality free of the worst forms of child labor	
Project Immediate Objectives:	At the end of the project, the worst forms of child labor will have been eliminated in Constanza through withdrawal, rehabilitation and prevention measures	
	2.3. 3,000 families (including 1,000 families receiving micro-credit loans and participating on savings program) benefiting from training activities.	3.1.1. Administer tests of reading-writing skills to determine illiteracy rate in adult population. 3.1.2. Organize adult literacy courses. 3.1.3. Analyze adults' technical training needs. 3.1.4. Coordinate with INFOTEP vocational courses that are best adapted to the needs of this population and implement them.
O.3. At the end of the project, the entire community of Constanza will have been sensitized and will have also made a commitment to the elimination of the worst forms of child labor.	R.3.1. At least 50 non-governmental and governmental organizations (NGOs and GOs) involved in local networks (REDTIs).	3.1.5. Establish Local Support Committees for the elimination of child labor in each community. 3.1.6. Define role of local network (REDTI) in representing broad consensus of local population in this new phase of the Action Program (AP). 3.1.7. Prepare document that identifies REDTI's responsibilities and functions. 3.1.8. Track work done by REDTI.

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	<p><i>R.3.2. More than 60,000 persons sensitized about the worst forms of child labor.</i></p>	<p>3.2.1. Design sensitization campaign for entire municipality, using posters, brochures, and radio programs.</p> <p>3.2.2. Coordinate with municipality and UNICEF on different Friends of Municipality Children activities in order to maximize their effectiveness.</p> <p>3.2.3. Hold exchange of experience workshops between beneficiary communities of first phase and communities newly integrated in this new phase.</p> <p>3.2.4. Hold sensitization workshops for sector organizations (members of the network, Local Support Committees, Parents' Associations, Health Workers, teachers, and other people working in child labor related fields).</p> <p>3.2.5. Strengthen capacities of municipal workers supporting program activities.</p> <p>3.2.6. Negotiate with farming businesses in Constanza so that they sign program-related agreements.</p>

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O.4. At the end of the Action Program (AP), the child labor elimination programs will have been incorporated in local policy.	<i>R.4.1. Informational system designed and functioning.</i>	4.1.1. Prepare and test validity of document formats and methodologies that community (teachers, promoters, etc.) uses for gathering information related to child worker cases. 4.1.2. Train promoters on how to gather information using proposed instruments. 4.1.3. Design computer software for managing information and obtain and install needed computer equipment. 4.1.4. Keep database up to date with gathered information. 4.1.5. Prepare periodic reports. 4.1.6. Systematize program experiences on the basis of gathered information.

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	<i>R.4.2. Local initiative and action system created and functioning.</i>	<p>4.2.1. Make a diagnostic study of the needs of the Education System, Public Health System, and municipality in general (personnel, units, programs, capacities).</p> <p>4.2.2. Hold a workshop to share findings of diagnostic study with different actors involved in issues, and prepare a SWOT.</p> <p>4.2.3. Negotiate with central government the assignment of personnel and budget allocation to cover identified needs (in Education District and Primary Health Care Units-UNAPs).</p> <p>4.2.4. Prepare a local initiative and action system that facilitates the identification and referral of all children that are victims of work exploitation and/or school system dropouts.</p> <p>4.2.5. Train public institutions on how to use initiative and action system.</p> <p>4.2.6. Provide technical support for implementation of this system until responsibilities and functions are completely taken over by institutions.</p>
	<i>R.4.3. Child Labor Monitoring System being implemented by community.</i>	<p>4.3.1. Choose organizations and form monitoring team.</p> <p>4.3.2. Define responsibilities and functions of basic monitoring units.</p> <p>4.3.3. Train monitors.</p> <p>4.3.4. Include all information gathered by monitors in data base.</p> <p>4.3.5. Prepare monthly reports.</p>

4. Sustainability

The evaluation of the first phase of the Constanza project indicates a number of successful and sustainable efforts achieved by the project through the involvement of public institutions and civil society in the delivery of services to the target populations. For example:

- health attention to the target group was provided by the Constanza Hospital without any additional cost to the target population;
- needed classrooms were built with the support of the entire community (city government, Education district, civil society);
- pre-school community education centers were created by the community despite the fact that they were not included in the project budget;
- the army provided free haircuts to children participating in the project.

Based on the lessons learned from the first phase of the project, sustainability of the Constanza project will be achieved through:

- **Technical support** on the elaboration and implementation of a referral and counter-referral manual to handle cases of child labor exploitation, to withdraw children from work and provide them and their families with viable alternatives (education, health, training, and income generation). This manual should include:
 - Duties of each institution regarding child labor
 - The process of detection of working children
 - How to determine the characteristics of the family (socio-economic background, etc)
 - Referral mechanisms
 - Collecting, analyzing, and processing child labor data and maintaining the information of the database
 - Monitoring each child labor case (children and family profiles).
- **Training of public institutions:** during the implementation period of this project, the public organizations will be trained to use the referral manual. The program personnel will train and provide support to public officials in the provision of social protection services to the target group. This will ensure that public institutions will have a strengthened capacity to address the child labor problem once the project ends.
- **Strengthening of the REDTI:** one of the recommendations of the evaluation of the Constanza project was to clarify the functions of the REDTI, including a better definition of its structure and a process for strengthening it. The strengthening of the REDTI will allow all institutions and community leaders to more actively participate in the monitoring of actions to eliminate the worst forms of child labor in Constanza.

In addition, under the TBP to be implemented in the Dominican Republic, it is expected that public commitment to the elimination of the worst forms of child labor will be increased and there will be continued support for the efforts undertaken as part of the Constanza project.

5. Project implementation timetable

Major Activities/Outputs	2001	2002				2003				2004		
	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept
Establish project office												
Recruit Project Coordinator												
Identification of the implementing agencies ¹³												
Implementation of Information gathering and registration components ¹⁴												
Implementation of Awareness raising component												
Implementation of Education component												
Implementation of Health services												
Implementation of Income generating alternatives												
Implementation of Institutional Strengthening component												
Creation of community monitoring system (pilot)												
Conduct mid-term evaluation												
Conduct independent final evaluation												

¹³ Some of the NGOs have already been identified. Others will be identified within the first 3 months of implementation.

¹⁴ Although most of the information will be gathered at the beginning of the project, it will be updated during the implementation period.